

# RACE EQUALITY POLICY

## MISSION STATEMENT

**Our school is at the centre of our local community and provides a safe and nurturing environment where everyone develops a sense of self-worth and achievement. We believe that every person matters!**

## RATIONALE

The Governing Body of Brookvale Primary School is committed to promoting racial equality in every aspect of school life. Our Race Equality policy will ensure that we all have the right and opportunity to reach our full potential regardless of our race, colour, ethnic or national origin.

## CONTEXT

The Race Relations (Amendment) Act 2000 places a specific duty upon schools to have a written race equality policy and to assess the impact of this and all other related policies on pupils, staff and parents of different racial groups.

## AIMS:

In accordance with the Race Relations Amendments Act 2000 the school aims to:

- promote equality of opportunity
- promote good race relations
- eliminate unlawful racial discrimination
- ensure that all pupils and staff are encouraged, and able to achieve their full potential
- respect and value differences between people
- prepare pupils for life in a diverse society
- acknowledge the existence of racism and take steps to prevent it
- make the school an environment where everyone, irrespective of their race, ethnic or national origin, feels welcomed and valued
- promote good relations between different racial groups within the school and the wider community
- ensure that an inclusive ethos is established and maintained
- oppose all forms of racism, racial prejudice and racial harassment

## ROLES AND RESPONSIBILITIES

- the Headteacher, the Leadership Team and the Governing Body will have the responsibility to ensure the implementation of the Race Equality Policy
- Subject Leaders (where applicable) will ensure that teaching and learning in their Departments has a globally inclusive nature
- Heads of Year (where applicable) will ensure that the various cultural needs of pupils are understood, communicated and met through the pastoral curriculum
- all teachers and staff have a duty to ensure that all of their pupils' academic and pastoral needs in school are met
- all parents will have the right to be consulted, informed and asked to participate in the life of the school
- all pupils will have the right to be consulted, informed and have the opportunity to participate in all school activities
- The Governing Body and the Headteacher will ensure that the school complies with all relevant legislation

- The Governing Body and Headteacher will ensure that the Race Equality Policy and related procedures and strategies are implemented
- The Headteacher will ensure that all staff are aware of their responsibilities under the Race Equality Policy

### **LEADERSHIP AND MANAGEMENT**

- the Governing Body and the Leadership Team will set a clear ethos, which reflects the School's commitment to equality for all members of the school community regardless of their culture or ethnic or national origin
- the Leadership Team will work in partnership with others to promote equality of opportunity and oppose all forms of oppressive behavior, prejudice and discrimination
- the Leadership Team will ensure that all staff contribute to the development and review of the Race Equality Policy. The school will ensure the involvement of governors and parents in the development of the Race Equality Policy
- the Leadership Team will ensure that the Race Equality Policy is reviewed bi-annually and amended when necessary
- Subject Leaders (where applicable) will ensure that Teaching and Curriculum development are monitored to ensure high expectations of all pupils and appropriate breadth of content in relation to the school and the wider community
- an abbreviated copy of the school's Race Equality Policy will be communicated to parents and students via website, newsletter, parents evening and displays around school.

### **CURRICULUM, TEACHING AND ASSESSMENT:**

The School is committed to delivering a global, anti-racist curriculum across all subjects, which challenges damaging stereotypes and racism and proactively celebrates cultural diversity. This will include:

- curriculum content, which provides a global perspective. Displays and signs around the school, which celebrate diversity.
- EAL Teaching to overcome barriers of language.
- use of positive role models (parents, governors and local contacts) from the community in the classroom; special talks and assemblies.
- The Headteacher (or delegated member of staff) will monitor the Curriculum Policy to ensure that all schemes of work reflect a globally inclusive curriculum.

### **ADMISSIONS, ATTENDANCE, DISCIPLINE AND EXCLUSIONS**

The School will ethnically monitor the above to ensure that all processes are fairly applied to all ethnic groups by:

- recording admissions, attendance and exclusions by ethnicity.
- ensuring equality of treatment in relation to admission, attendance, discipline and exclusion.
- ensuring that the school's Positive Discipline for Learning Policy is applied equally to all students.
- ensuring that all staff operate a consistent system of rewards and sanctions

### **PUPIL DEVELOPMENT, ATTAINMENT AND PROGRESS**

- students' GCSE (if applicable) results and SATs results will be analysed and communicated to Subject Leaders and the Leadership Team to inform future planning.
- any underachievement by any specific cultural group will be highlighted and strategies put in place to address this
- the school will celebrate students' personal development in class, in daily assemblies and end of year assemblies as well as displays around the school.
- the school will be culturally sensitive to the needs of all students to ensure full participation in extra-curricular activities.
- the school will provide additional after school clubs for all students

- the school (where applicable) will provide career guidance, which challenges racial stereotypes and will ensure that work placements are free from racial harassment.

## **ETHOS**

The school will build an inclusive ethos by:

- opposing all forms of racism, harassment, prejudice and discrimination through providing a safe learning environment and by tackling racial harassment in line with the Local Authority and the school's Positive Discipline for Learning Policy. Victims will be supported through the pastoral system and perpetrators helped to understand why their behavior is unacceptable. Developing links with the local ethnic communities through welcoming contributions to the life of the school, attendance at Parents' Evenings and membership of the Governing Body.
- demonstrating through displays, assemblies, the pastoral and academic curriculum and the school newsletter that the school values diversity.
- enabling students and staff to celebrate religious festivals and actively encouraging all students to understand these through assemblies, PSHE and other curriculum areas.

## **PARENTS, GOVERNORS AND COMMUNITY PARTNERSHIP:**

The school will encourage parents from all cultures to become involved with the life of the school, formally as governors, at parents' evenings and on school trips by:

- informing all parents on the progress of their child, if necessary in their relevant language.
- year team leaders collating, analysing and communicating data on parental attendance to inform future planning for Parents' Evening.
- using the Parents' Forum to stimulate discussion on parental support in school

## **STAFFING AND PROFESSIONAL DEVELOPMENT**

The school will take active steps to employ an ethnically diverse workforce on the basis of merit and thereby provide positive role models for pupils by:

- advertising new posts widely in all relevant media.
- ethnically monitoring the recruitment process for all vacancies (applications, short listings, appointments) to ensure that there is no ethnic bias.
- providing professional development opportunities to all staff, and encouraging ethnic minority staff to consider promotion on merit, in line with statutory duties and Local Authority guidelines.
- assessing each member of staff's competence in the area of race equality through appraisal and ensuring that staff and governors are provided with sufficient training on race equality to allow them to carry out their statutory duties (Please refer to "Attitudes and Environment" section of the Race Equality Policy).
- ensuring an induction programme for all new staff on the Race Equality Policy and ensuring that existing staff are made aware of the Policy.

## **MONITORING AND EVALUATION**

The Governing Body, the Leadership Team and all staff will review the Race Equality Policy bi-annually to take account of any legal or demographic changes. Any changes and developments in race equality will be regularly communicated to students, staff, governors, parents and visitors by:

- monitoring progress on race equality and communicating it to governors, parents and students through meetings and through the school newsletter
- communicating what will happen if the Race Equality Policy is contravened (see under "Leadership and Management" in the Race Equality Policy)

**BREACH OF THE RACE EQUALITY POLICY**

We will ensure that all Governors, staff pupils and parents are fully aware of the content of the policy/scheme and their responsibilities under it. Any action that constitutes or could be deemed to constitute a breach of the policy/scheme will be viewed seriously, investigated fully and could lead to action taken against those responsible.

Obtained from Governor Support September 2008

Checked and amended by Jonathan Smart - Date: 10<sup>th</sup> November 2009

Ratified by the Governing Body

Signature \_\_\_\_\_  
(Chair of the Governors)

Date: \_\_\_\_\_